



**STATE OF CONNECTICUT**  
**OFFICE OF POLICY AND MANAGEMENT**

**TESTIMONY OF LINDA J. YELMINI**

**DIRECTOR OF LABOR RELATIONS**

**Raised Bill No. 5202 – AN ACT CONCERNING TELECOMMUTING  
OPTIONS FOR STATE EMPLOYEES**

Good afternoon Senator Prague, Representative Ryan and members of Labor of and Public Employees Committee. This bill allows agencies to develop telecommuting and work at home plans on a decentralized basis under guidelines established by the Department of Administrative Services. While the Bill removes telecommuting and work at home plans from collective bargaining, such plans would still be subject to other types of challenge when one employee was granted the right to work at home and another employee was not. An employee could sue the state in superior court and/or make a claim under the state and federal employment and discrimination laws.

To allow employees to work at home on a consistent basis exposes the State to a significant risk of claims under workers' compensation in a "workplace", the employee's home, over which the State has no control.

Many private employers have reduced or completely eliminated these types of programs because experience has shown that lower productivity and lack of management control is often the result of these programs. Especially where state employees are responsible to the taxpayers of this state, the existing programs should not be expanded beyond present applications. The duty and responsibility of state agencies to clients and taxpayers should be of paramount importance.

Based upon the foregoing, this Bill should not be passed.